

Strategy & Policy Division

Overview

What we'll cover

- ▼ Original proposal
- ▼ Provide over view of feedback
- ▼ Answer major questions
- ▼ Describe final Executive level structure & major functions
- ▼ Outline major issues
- ▼ Describe next steps
- ▼ Discussion

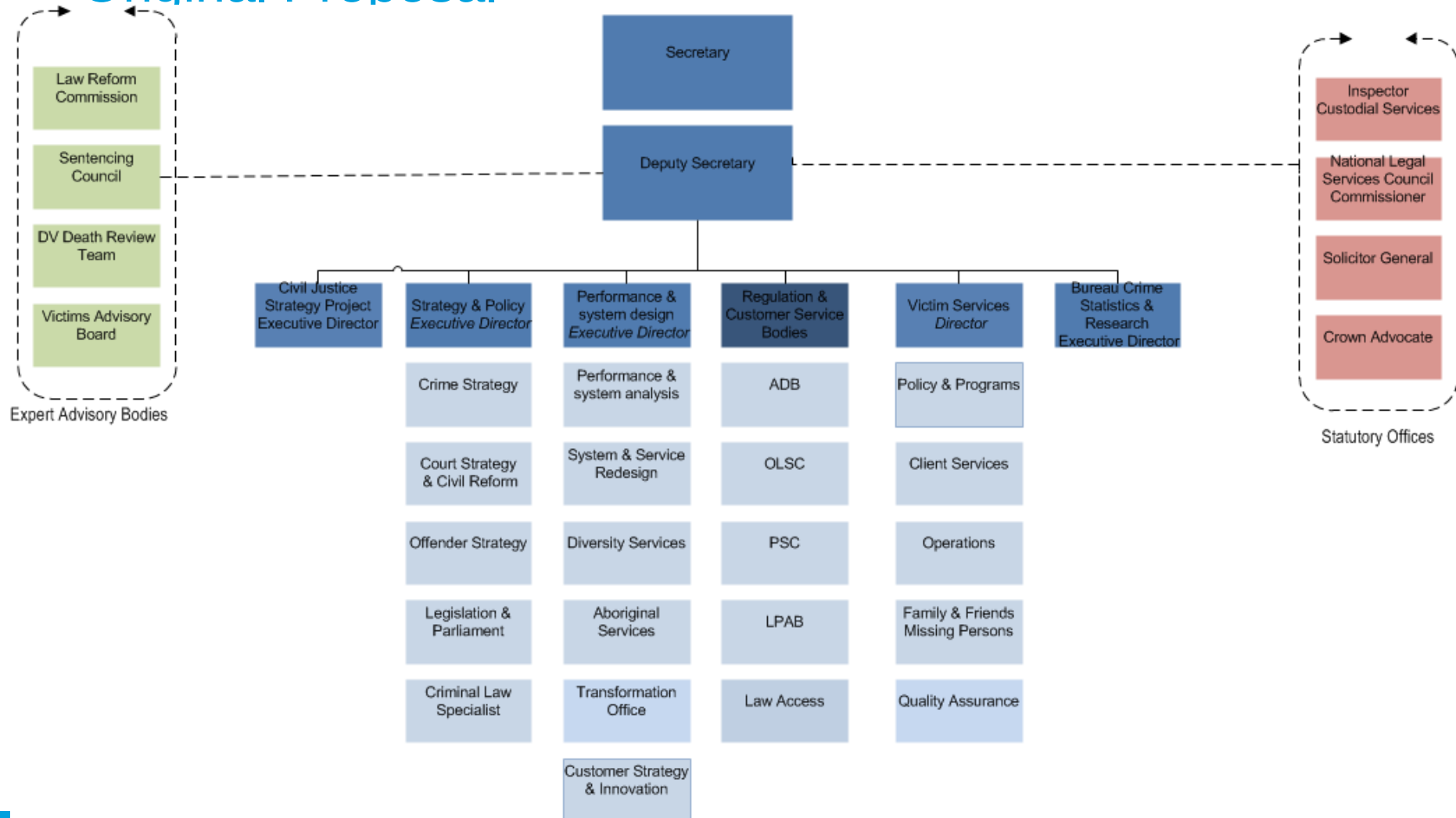
Objectives

Why we are changing

- ▼ One Justice Department Policy & Strategy focus
- ▼ Multifaceted approach to development of Strategy and Policy
- ▼ Ability to tackle major areas of reform
- ▼ Form closer working arrangements to support operational areas to deliver
- ▼ Greater link between strategy & implementation
- ▼ Great ability to manage & reform civil & criminal justice systems

Background

Original Proposal



Consultation process

Since we last met

- ▼ Individual meetings each team
- ▼ 5 individual discussions
- ▼ Numerous questions
- ▼ Consultation with the Public Service Association
- ▼ Meeting with Law Reform Commissioners & brief Sentencing Council
- ▼ Discussion with Individual Executives
- ▼ External stakeholder briefings
- ▼ Commissioner Severin & Executive of CSNSW
- ▼ 15 written comments

Major issues

Common Issues

Independent Bodies

The need to properly support & maintain role of independent bodies

The need to guarantee independence & quality of reports

Legislation & Cabinet

Centralising legislative process would create risk & delay

Centralising cabinet advice create delay inaccuracy

AG's Civil responsibilities not reflected

Grading & progression

Need to have a structured staff

Consistent career options

Need to provide overall staff development

Major issues

Operational activities

Need to ensure greater integration with host agency

Must ensure Quality & Assurance process continues

Opportunity to integrate with restorative & community offender options

Integration

The need for teams & work to be thoroughly integrated

Need to keep a strong & intimate relationship with operational parts of the Department

Common Questions

Will staff have to re apply for positions

Can I swap my job

Are there possibilities to stay in Parramatta

Can programs be transferred to victims rather than Corrective Services

What's the design of the new workplace, especially hot desks?

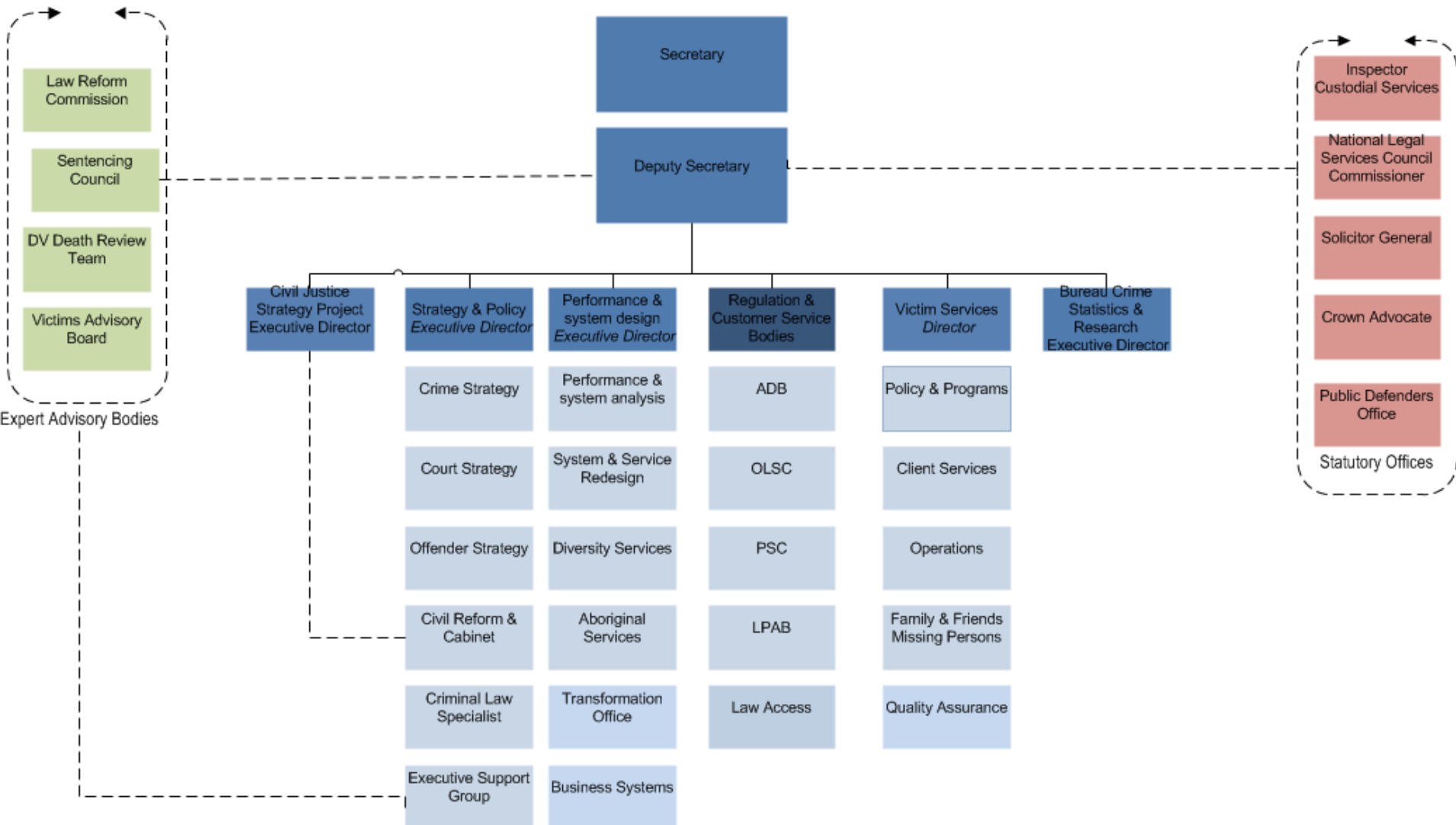
How will staff be assigned to roles

What's the span of control for management positions

Will project management apply to everything

What about Juvenile Justice

Final Executive Structure



Team Functions Strategy & Policy

Crime Strategy

Purpose: To lead the Departments strategy development on major crime issues

- Developing Cluster wide strategies targeting particular crime types, eg Domestic Violence, Alcohol Assault, Fraud
- Identifying and advising on priority areas for major crime activity
- Leading the governments crime prevention framework, & developing specific targeted interventions to reduce crime in hotspots
- Develops major strategy to ensure law and justice administration supports law enforcement in dealing with crime
- Manages law and major process reforms to ensure targeted strategies can be implemented quickly
- Manages ongoing review and reform of major criminal legislation

Major policy Issues the team will manage

- Physical & sexual violence against women and children
- Crime prevention through place/situation based, or crime type based intervention (CPTED, partnerships)
- Organised crime, counter terrorism, drug related crime
- Police powers eg surveillance devices search and seizure
- Substantive criminal law (offence formulation),
- Cyber crime
- Bail
- Discrete criminal procedure issues

Team Functions Strategy & Policy

Offender Strategy

Purpose: To lead the Departments overall strategy aiming for efficient process & management, reduced crime and demand

- Leads development of strategy on re offending
- Develops major strategy for management of offenders through the justice system
- Develops strategy for specific offender types or priorities, such as violent or high risk or juvenile offenders
- Designs major strategy to manage system demand
- Develops major reform to criminal justice process & legislation to improve management of offenders,
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Major Policy Areas

- The Reoffending strategy
- Offender management - (Crimes (Admin of sentences) Act matters
- Sentencing
- Policy on WDOs, drug court,
- Design of early intervention & diversion schemes
- People with mental health and Cognitive Impairment
- Young offenders procedure and issues
- Reducing Aboriginal offending

Team Functions Strategy & Policy

Court Strategy

Purpose: to ensure a fast, fair and efficient court system

- Works directly with court administration to develop strategy to reform court operations
- Manages ongoing program of legal reform to improve efficiency & operations of courts, such as policy & legislative reform to systematise use of technology in courts, such as AVL
- Develops major reform strategy to reduce demand & increase efficiency of courts, including alternate methods for managing matters, listing reforms, case management policy and strategy
- Works with heads of Jurisdiction & Court administrators to develop implement reform programs
- Manages major components of legal and service and policy reform to improve access, efficiency & effectiveness of civil justice system
- Develops key measures & benchmarks in reforming civil justice system
- Develops options to reform the system to allow for quicker and cheaper resolution of disputes

Major Policy Areas

- Court process reform - including
- Criminal procedural reform – including Early Guilty Pleas
- Civil Procedural Reform
- Electronic Courts and AVL
- Appeals,
- Juries
- Judicial issues
- Legal Assistance
- Early and Alternative dispute resolution

Team Functions Strategy & Policy

Civil Reform & Cabinet

Purpose: To support the Attorney in reforming civil law & managing cabinet & parliamentary responsibilities

- Coordinates Attorney's legislative program
- Provides weekly support to the Attorney in Cabinet
- Coordinates Department's activities for cabinet & all cabinet sub committees
- Supports the Attorney's role in Parliament
- Supports the Attorneys role in national Committees
- Conducts legislative reviews & development of major civil reforms

Major Areas:

- Cabinet Legislation and parliamentary coordination,
- LCCSC coordination, Corporations and Censorship
- GIPA and PIPPA
- Family, Children, Relationships
- Anti-discrimination
- Regulatory issues, civil liability, professional standards
- Defamation
- Churches
- Environmental, Trees
- Legal profession
- Victims

Supporting Independent bodies

What's different

Executive Support

- Executive Officer & 3 staff
 - Reports to chairs of independent bodies, Law Reform Commissioner, Sentencing Council & DVDRT
 - Manages operational & secretariat needs of those bodies
 - Provides a liaison between chairs of bodies and the Department
 - Conducts research writes papers & reports as directed by chairs as required
 - Works with independent bodies to scope and design major projects
 - Coordinates other project work to support specific references or projects of bodies
 - Works with Executive director to ensure resources are available to carry out references, advice and research work for independent bodies
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- ✓ Chairs still reporting directly to Attorney & taking references from Attorney
 - ✓ No change to legislative base
 - ✓ No change to functions

Team Functions Performance

Performance & Analysis

Purpose: To provide analysis, advice & insight on management of criminal & civil justice system

- ▼ Collates and prepares performance based assessments on major Department or system wide performance
- ▼ Works with operational areas of department & cluster to monitor major system performance issues
- ▼ Develops measures for managing criminal and civil justice system
- ▼ Sets performance indicators for major reforms, major operational components of civil & criminal justice
- ▼ Monitors & reports on key external drivers of Departmental activities & services
- ▼ Identifies forward trends in external drivers of demand

Team Functions Performance

Service & System Design

Purpose: To manage innovative reform options to increase performance of criminal & civil justice operations

- ▼ Works with executive to redesign major service delivery functions
- ▼ Analysis develops proposals for major structural, process or service redesign to implement the Department's Strategy
- ▼ Develops options to review major departmental activities or areas of service delivery
- ▼ Develops costing and delivery models to implement major change including alternate methods of delivery & funding models such as payment by results
- ▼ Works with business areas to assist in implementation phases of major reforms
- ▼ Leads the Department's contestability program

How feedback is being addressed

Key Actions

- ▼ Support for Independent Bodies
- ▼ Establishing Executive group
- ▼ Legislative development process cradle to grave
- ▼ Reforming Parliamentary & Legislative Support to Civil Law & Cabinet
- ▼ Spreading administrative staff across each team
- ▼ Process for integrating with Operational areas
- ▼ Exploring integration with Community Corrections and Restorative Justice

Staffing Teams

Team Design Process Strategy Branch

1. Mapping current work priorities end March
2. Assessing what needs to continue & ranking priority - 3 April
3. Staff meetings & ideas exchanges through end March & April
4. Mapping resources attached to those priorities – 17 April
5. Forming staff teams around those priorities – 24 April
6. Realigning staff to workload – 27 April
7. Calling for staff to express interest in areas of work – 27 April
8. Presentation to Staff - Following 4 May

Project Management

What it means

- ▼ Consistent way for managing major work
- ▼ Scoping work
- ▼ Identifying stakeholders
- ▼ Identifying how to make decisions
- ▼ Having a clear plan
- ▼ Knowing key milestones
- ▼ Cross Branch team to design process & tools From 24 March
& reporting 13 April

Establishing Performance System Design

- ▼ Recruitment for Executive Director
- ▼ Building the Performance & Analysis Team
- ▼ Transfer of analysis positions
- ▼ Designing key measures for Criminal Justice measurement
- ▼ Establishing major decision making tools
- ▼ Recruitment for System Design team
- ▼ Bringing team together April
- ▼ Business planning April

Transferring to CSNSW & JJ

Major actions

- ▼ Juvenile Justice Transfer complete
- ▼ Meeting with CSNSW Executive
- ▼ Meeting with other teams
- ▼ Designing management structure for area
- ▼ Analysis of functions & work areas
- ▼ Set transfer date
- ▼ Transfer of budget and positions

Next steps

Recruitment of Management – week commencing 16 March

Band 1 Roles in Strategy Policy

Band 2 Executive Director Role

Establish Performance & System Design Branch 3 April

Team design for Strategy & Policy Branch

- ✓ Commence process 27 March
- ✓ Completed by 13 April
- ✓ Seek expressions from staff 27 April
- ✓ Presentation from 4 May

Design Project Management Process Set team 13 April

Transfer process to DCS meeting with staff on 19 March, Transfer April

Business Planning Performance April

Strategy May

